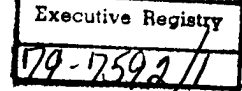


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PERS



5 JUL

25X1

MEMORANDUM FOR:   
Special Assistant to the DCI

FROM : Harry E. Fitzwater  
Director of Personnel

SUBJECT : DCI Meeting with Placement Officials from  
Minority Colleges/Universities 10:00-10:30  
30 July 1979

REFERENCE : Your Note Dated 26 June 1979, Same Subject

1. Attached are statistics on minority and female representation in the Agency for the last few years (1976, 1977, 1978, and 1979 to 31 May). Also attached are a listing of degrees of particular interest to the Agency and a guideline for professional EOD pay levels.

2. In response to your question as to where we need more minorities, the following goals of the Directorates for professional and technical employees are contained in the FY 1979 Annual Personnel Plan:

	<u>Black</u>	<u>Hispanic</u>
Office of the Director	4	0
DDA	24	8
NFAC	15	3
DDS&T	25	16
DDO	<u>9</u>	<u>0</u>
TOTAL	77	27

Signed

Harry E. Fitzwater

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Unclassified When  
Separated From SECRET  
Attachment.

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DEGREE PATTERNS OF PARTICULAR INTEREST  
TO CIA

<u>Discipline</u>	<u>B</u>	<u>M</u>	<u>PhD</u>
Computer Science	X	X	X
Economics		X	X
Engineering (EE, ME, AE)	X	X	X
Foreign Area Studies		X	X
Foreign Languages			
Arabic	X	X	
Chinese	X	X	
Hungarian	X	X	
Japanese	X	X	
Polish	X	X	
Rumanian	X	X	
Russian	X	X	
History		X	X
International Relations		X	X
Physics		X	X
Political Science		X	X
Psychology			X

GUIDELINES FOR PROFESSIONAL EOD PAY LEVELS

## GENERAL SCHEDULE GRADES

Q U A L I F I C A T I O N S	7	8	9	10	11	12	13	14	15
Bachelor's plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade	X	X							
Master's plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade additional post-graduate courses in a related discipline plus 2 years or less applicable experience* pre-PhD (all but dissertation completed)		X	X						
			X						
				X					
				X					
Doctorate multiples of 2-3 years experience* equate to one additional grade					X				

Transferees from other gov't agencies (except NSA) no higher than one grade promotion equivalency.

New hires from private industry: 5-7% increase over current salary  
 up to 12-14% if coming from West Coast and not  
 eligible for EOD travel

Higher salaries are considered if trying to meet outside competition for hard-to-get  
 categories or unusual skills.

Work and/or military service